

**Liberty County School Board
Superintendent/Board Members
Personnel Salary Schedule
Fiscal Year 2018-2019**

	Position	Salary
Code		
ASUP	Superintendent	*

	Position	Salary
Code		
BDO	Elected Board Members	*

NOTE: The salary on the above positions are based on legislative mandates.

Liberty County School Board
Administrative Personnel Salary Schedule
Fiscal Year 2018-19

Salary Slot	Years Admin Exp	Asst Superintendent	LCHS PRINCIPAL & DISTRICT LEVEL STAFF	W.R. TOLAR PRINCIPAL	HOSFORD PRINCIPAL	LCHS ASSISTANT PRINCIPAL	TOLAR ASSISTANT PRINCIPAL	HOSFORD ASSISTANT PRINCIPAL
Salary CODE		ADL	ADL	ATP	APH	AAP	AAT	AAH
0	0	67,986	67,986	66,006	64,084	62,218	60,238	58,316
0	1	67,986	67,986	66,006	64,084	62,218	60,238	58,316
1	2	69,042	69,042	66,966	65,045	62,889	60,909	58,987
2	3	70,098	70,098	67,926	66,006	63,560	61,580	59,658
3	4	71,154	71,154	68,886	66,967	64,231	62,251	60,329
4	5	72,210	72,210	69,846	67,928	64,902	62,922	61,000
5	6	73,266	73,266	70,806	68,889	65,573	63,593	61,671
6	7	74,322	74,322	71,766	69,850	66,244	64,264	62,342
7	8	75,378	75,378	72,726	70,811	66,915	64,935	63,013
8	9	76,434	76,434	73,686	71,772	67,586	65,606	63,684
9	10	77,490	77,490	74,646	72,733	68,257	66,277	64,355
10	11	78,546	78,546	75,606	73,694	68,928	66,948	65,026
11	12	79,602	79,602	76,566	74,655	69,599	67,619	65,697
12	13	80,658	80,658	77,526	75,616	70,270	68,290	66,368

No step given for experience earned in 12/13. In FY 14/15, only 1 step was given for experience earned in 13/14.

In FY 15/16, only 1 step was given for experience earned in 14/15.

October 11, 2016 Bd Approved Creation of Asst Superintendent position and salary schedule.

In FY 18/19, 17/18 Bonus \$471.00 for all Administrators

In FY 18/19, All Administrators are on Performance Pay beginning in 18/19 based on Teacher Performance Pay Raises.

Revised: January 8, 2019****Added Director of Transportation/Maintenance

Revised: February 11, 2019

Liberty County School Board
Supervisor 12 Month Salary Schedule
2018-2019

Salary Slot	Years Administrative Experience	SUPERVISORS
Salary CODE	Salary CODE	ASP
0	0	45,000
1	1	45,671
2	2	46,342
3	3	47,013
4	4	47,684
5	5	48,355
6	6	49,026
7	7	49,697
8	8	50,368
9	9	51,039
10	10	51,710
11	11	52,381
12	12	53,052
13	13	53,723
14	14	54,394
15	15	55,065
16	16	55,736
17	17	56,407
18	18	57,078
19	19	57,749
20	20	58,420
25	25	61,075

Anyone beyond 20th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board
Instructional
12 Months Salary Schedule
2018-19

Salary Slot	10 Months BS Degree	20%	SALARY CODE IBD	10 Months MA Degree	20%	SALARY CODE IMD	10 Months SP Degree	20%	SALARY CODE ISD
0	32,237	6,447	38,684	35,171	7,034	42,205	36,671	7,334	44,005
1	33,953	6,791	40,744	36,887	7,377	44,264	38,387	7,677	46,064
2	34,569	6,914	41,483	37,503	7,501	45,004	39,103	7,821	46,924
3	35,185	7,037	42,222	38,119	7,624	45,743	39,819	7,964	47,783
4	35,801	7,160	42,961	38,735	7,747	46,482	40,535	8,107	48,642
5	36,417	7,283	43,700	39,351	7,870	47,221	41,251	8,250	49,501
6	37,033	7,407	44,440	39,967	7,993	47,960	41,967	8,393	50,360
7	37,649	7,530	45,179	40,583	8,117	48,700	42,683	8,537	51,220
8	38,265	7,653	45,918	41,199	8,240	49,439	43,399	8,680	52,079
9	38,881	7,776	46,657	41,815	8,363	50,178	44,115	8,823	52,938
10	39,497	7,899	47,396	42,431	8,486	50,917	44,831	8,966	53,797
11	40,113	8,023	48,136	43,047	8,609	51,656	45,547	9,109	54,656
12	40,729	8,146	48,875	43,663	8,733	52,396	46,263	9,253	55,516
13	41,345	8,269	49,614	44,279	8,856	53,135	46,979	9,396	56,375
14	41,961	8,392	50,353	44,895	8,979	53,874	47,695	9,539	57,234
15	42,577	8,515	51,092	45,511	9,102	54,613	48,411	9,682	58,093
16	43,193	8,639	51,832	46,127	9,225	55,352	49,127	9,825	58,952
17	43,809	8,762	52,571	46,743	9,349	56,092	49,843	9,969	59,812
18	44,425	8,885	53,310	47,359	9,472	56,831	50,559	10,112	60,671
19	45,041	9,008	54,049	47,975	9,595	57,570	51,275	10,255	61,530
20	45,657	9,131	54,788	48,591	9,718	58,309	51,991	10,398	62,389
21	46,273	9,255	55,528	49,207	9,841	59,048	52,707	10,541	63,248
22	46,889	9,378	56,267	49,823	9,965	59,788	53,423	10,685	64,108
23	47,505	9,501	57,006	50,439	10,088	60,527	54,139	10,828	64,967
24	48,121	9,624	57,745	51,055	10,211	61,266	54,855	10,971	65,826
25	48,737	9,747	58,484	51,671	10,334	62,005	55,571	11,114	66,685

Note:

1. Twelve month instructional employees shall receive 20% of the basic scale for the 11th. and 12th. month.
2. All Instructional Personnel must hold a valid Florida Teacher Certificate.
3. All full time Instruction Personnel hired after July 1, 2011 shall received a supplement for having an advanced degree in their area of certification. The supplement shall be \$2934 for MS,\$4534 for SP, and \$4935 for PH.

In FY 16/17 Instructional staff on Grandfather Schedule received a base salary increase from results on 15/16 evaluations. Highly Effective is \$824.00 and Effective is \$618.00, Needs Improvement and Unsatisfactory received no base salary increase.

Liberty County School Board
Instructional
11 Months Salary Schedule
2018-19

Salary Slot	10 Months BS Degree	10%	SALARY CODE IBE	10 Months MA Degree	10%	SALARY CODE IME	10 Months SP Degree	10%	SALARY CODE ISE
0	32,237	3,224	35,461	35,171	3,517	38,688	36,671	3,667	40,338
1	33,953	3,395	37,348	36,887	3,689	40,576	38,387	3,839	42,226
2	34,569	3,457	38,026	37,503	3,750	41,253	39,103	3,910	43,013
3	35,185	3,519	38,704	38,119	3,812	41,931	39,819	3,982	43,801
4	35,801	3,580	39,381	38,735	3,874	42,609	40,535	4,054	44,589
5	36,417	3,642	40,059	39,351	3,935	43,286	41,251	4,125	45,376
6	37,033	3,703	40,736	39,967	3,997	43,964	41,967	4,197	46,164
7	37,649	3,765	41,414	40,583	4,058	44,641	42,683	4,268	46,951
8	38,265	3,827	42,092	41,199	4,120	45,319	43,399	4,340	47,739
9	38,881	3,888	42,769	41,815	4,182	45,997	44,115	4,412	48,527
10	39,497	3,950	43,447	42,431	4,243	46,674	44,831	4,483	49,314
11	40,113	4,011	44,124	43,047	4,305	47,352	45,547	4,555	50,102
12	40,729	4,073	44,802	43,663	4,366	48,029	46,263	4,626	50,889
13	41,345	4,135	45,480	44,279	4,428	48,707	46,979	4,698	51,677
14	41,961	4,196	46,157	44,895	4,490	49,385	47,695	4,770	52,465
15	42,577	4,258	46,835	45,511	4,551	50,062	48,411	4,841	53,252
16	43,193	4,319	47,512	46,127	4,613	50,740	49,127	4,913	54,040
17	43,809	4,381	48,190	46,743	4,674	51,417	49,843	4,984	54,827
18	44,425	4,443	48,868	47,359	4,736	52,095	50,559	5,056	55,615
19	45,041	4,504	49,545	47,975	4,798	52,773	51,275	5,128	56,403
20	45,657	4,566	50,223	48,591	4,859	53,450	51,991	5,199	57,190
21	46,273	4,627	50,900	49,207	4,921	54,128	52,707	5,271	57,978
22	46,889	4,689	51,578	49,823	4,982	54,805	53,423	5,342	58,765
23	47,505	4,751	52,256	50,439	5,044	55,483	54,139	5,414	59,553
24	48,121	4,812	52,933	51,055	5,106	56,161	54,855	5,486	60,341
25	48,737	4,874	53,611	51,671	5,167	56,838	55,571	5,557	61,128

Note:

1. Eleven month instructional employees shall receive 10% of the basic scale for the 11th month.
2. All Instructional Personnel must hold a valid Florida Teacher Certificate.
3. All full time Instruction Personnel hired after July 1, 2011 shall received a supplement for having an advanced degree in their area of certification. The supplement shall be \$2934 for MS, \$4534 for SP, and \$4935 for PH.

*In FY 16/17 Instructional staff on Grandfather Schedule received a base salary increase from results on
 15/16 evaluations. Highly Effective is \$824.00 and Effective is \$618.00, Needs Improvement and
 Unsatisfactory received no base salary increase.*

Liberty County School Board
Instructional Salary Schedule
Fiscal Year 2018-19

Salary Slot	BS Degree IBA	MS Degree IMA	SP Degree ISP	PH Degree IDR
0	32,237	35,171	36,671	37,072
1	33,953	36,887	38,387	38,788
2	34,569	37,503	39,103	39,504
3	35,185	38,119	39,819	40,220
4	35,801	38,735	40,535	40,936
5	36,417	39,351	41,251	41,652
6	37,033	39,967	41,967	42,368
7	37,649	40,583	42,683	43,084
8	38,265	41,199	43,399	43,800
9	38,881	41,815	44,115	44,516
10	39,497	42,431	44,831	45,232
11	40,113	43,047	45,547	45,948
12	40,729	43,663	46,263	46,664
13	41,345	44,279	46,979	47,380
14	41,961	44,895	47,695	48,096
15	42,577	45,511	48,411	48,812
16	43,193	46,127	49,127	49,528
17	43,809	46,743	49,843	50,244
18	44,425	47,359	50,559	50,960
19	45,041	47,975	51,275	51,676
20	45,657	48,591	51,991	52,392
21	46,273	49,207	52,707	53,108
22	46,889	49,823	53,423	53,824
23	47,505	50,439	54,139	54,540
24	48,121	51,055	54,855	55,256
25	48,737	51,671	55,571	55,972

*In FY 16/17 Instructional staff on Grandfather Schedule received a base salary increase from results on
 15/16 evaluations. Highly Effective is \$824.00 and Effective is \$618.00, Needs Improvement and
 Unsatisfactory received no base salary increase.*

1. All Instructional Personnel must hold a valid Florida Teacher Certificate.
2. The difference in pay after the 25th step is due to longevity increments given in 08,09,10,11,11-12.
 There was no step given in 09/10.
3. All full time Instructional Personnel hired after July 1, 2011 shall receive a supplement for having an advanced degree in their area of certification.
 The supplement shall be \$2934 for MS, \$1534 for SP, \$1934 for PII.

A supplement shall be paid to each instructional employee and administrator working in a critical shortage as designated by the School Board. The amount of the supplement will be \$1,000.00. Critical shortage areas will be deemed after three (3) advertisements with no applicants or a limited number of applicants meeting minimum qualifications.
For more detail information regarding differentiated pay see page 36 of this salary schedule.

**Liberty County School Board
Instructional Performance Pay
Salary Schedule
Fiscal Year 2018-19**

10 MONTHS	Position	Salary
Salary Slot		
P0***	Teacher, 0 years	32,237
P1***	Teacher, 1 years	32,853
P2***	Teacher, 2 years	33,469
P3***	Teacher, 3 years	34,085
P4***	Teacher, 4 years	34,701
P5***	Teacher, 5 years	35,317
P6***	Teacher, 6 years	35,933
P7***	Teacher, 7 years	36,549
P8***	Teacher, 8 years	37,165
P9***	Teacher, 9 years	37,781
P10***	Teacher, 10 years	38,397
P11***	Teacher, 11 years	39,013
P12***	Teacher, 12 years	39,629
P13***	Teacher, 13 years	40,245
P14***	Teacher, 14 years	40,861
P15***	Teacher, 15 years	41,477
P16***	Teacher, 16 years	42,093
P17***	Teacher, 17 years	42,709
P18***	Teacher, 18 years	43,325
P19***	Teacher, 19 years	43,941
P20***	Teacher, 20 years	44,557
P21***	Teacher, 21 years	45,173
P22***	Teacher, 22 years	45,789
P23***	Teacher, 23 years	46,405
P24***	Teacher, 24 years	47,021
P25***	Teacher, 25 years	47,637

Note:

1. All Instructional Personnel must hold a valid Florida Teacher Certificate.
2. All full time Instructional Personnel hired after July 1, 2011 shall receive a supplement for having an advanced degree in their area of certification. The supplement shall be \$2934 for MS, \$4534 for SP, \$4935 for PH.

In FY 16/17 Instructional staff on Performance Pay received a base salary increase from results on 15/16 evaluations. Highly Effective is \$832.00 and Effective is \$622.00, Needs Improvement and Unsatisfactory receive no base salary increase.

**Liberty County School Board
ROTC Positions
Personnel Salary Schedule
Fiscal Year 2018-2019**

11 MONTHS	Position	Salary
Code		
IROT2	ROTC Senior Army Instructor	*

11 MONTHS	Position	Salary
Code		
IROT1	ROTC Army Instructor	*

*NOTE: The salary on the above positions are based on minimum instructor pay per ROTC Cadet Command current contract which is on file in the Finance Department.

Liberty County School Board
Therapists Salary Schedule
Fiscal Year 2018-19

Salary Slot	M.S./Eds DOE Certified	Ph.D. DOE Certified	M.S./Eds DOH Licensed
0	43,434	48,434	50,934
1	45,150	49,199	52,650
2	45,766	49,815	53,266
3	46,382	50,431	53,882
4	46,998	51,047	54,498
5	47,614	51,663	55,114
6	48,230	52,279	55,730
7	48,846	52,895	56,346
8	49,462	53,511	56,962
9	50,078	54,127	57,578
10	50,694	54,743	58,194
11	51,310	55,359	58,810
12	51,926	55,975	59,426
13	52,542	56,591	60,042
14	53,158	57,207	60,658
15	53,774	57,823	61,274
16	54,390	58,439	61,890
17	55,006	59,055	62,506
18	55,622	59,671	63,122
19	56,238	60,287	63,738
20	56,854	60,903	64,354
21	57,470	61,519	64,970
22	58,086	62,135	65,586
23	58,702	62,751	66,202
24	59,318	63,367	66,818
25	59,934	63,983	67,434

Liberty County School Board
Psychologist (part time)
Fiscal Year 2018-19
10 month

Salary Slot	Ph.D. (ILP) Licensed Psychologist
0	27,625
1	27,933
2	28,241
3	28,549
4	28,857
5	29,165
6	29,473
7	29,781
8	30,089
9	30,397
10	30,705
11	31,013
12	31,321
13	31,629
14	31,937
15	32,245
16	32,553
17	32,861
18	33,169
19	33,477
20	33,785
21	34,093
22	34,401
23	34,709
24	35,017
25	35,325

Liberty County School Board
District School Safety Specialist Salary Schedule
Fiscal Year 2018-19

12 MONTHS	Position	Salary
Code		
55501	District School Safety Specialist	\$ 50,000

Amount determined by Safe School Funding

Note: The above to be paid from Safe School Funding.

Liberty County School Board
Mental Health Counselors Salary Schedule
Fiscal Year 2018-19

12 MONTHS	Position	Salary
Code		
	Mental Health Counselors (Licensed Clinical Social Worker) FREEZE	\$ 50,000
	Clinical Social Worker	\$ 45,000

Note: The above to be paid from Mental Health Funding.

**Liberty County School Board
21st Century Project Salary Schedule
Fiscal Year 2018-19**

12 MONTHS	Position	Salary
Code		
ACD	21st Century Project Manager	\$ 53,342

Amount determined by 21st Century Grant

10 MONTHS	Position	Salary
Code		
ISC	Site Coordinators (Instructional)	\$ 25.00
ISA	Site Activity Coordinator (Para-Professionals)	\$ 12.00
ICT	Certified Teachers & Lead Teachers	\$ 22.00
NAL	Activity Leaders (Para-Professionals)	\$ 12.00
NHA	Health Aides	\$ 10.00
N21	Bus Drivers	\$ 12.00
XSL	Student Leaders	\$ 9.00
	All after School & Summer	

Note: All of the above to be paid from 21st Century Grant.

Approved September 11, 2018

Revised January 8, 2020 ****21st Century Project Manager

**Liberty County School Board
DJJ Project Salary Schedule
Fiscal Year 2018-19**

12 MONTHS	Position	Salary
Code		
AD.I	DJJ Project Manager After Hours/Summer Only	\$30.00/hr

10 MONTHS	Position	Salary
Code		
ICT	Certified Teachers & Lead Teachers	\$ 22.00
NAL	Activity Leaders (Para-Professionals)	\$ 12.00
XSL	Student Leaders	\$ 9.00
	All after School & Summer	

Note: All of the above to be paid from DJJ Contract/Grant.

Liberty County School Board
Administrative Assistant
Fiscal Year 2018-19
12 month NI

Salary Slot	Years of Experience	NFC
0	0	30,391
1	1	30,899
2	2	31,407
3	3	31,915
4	4	32,423
5	5	32,931
6	6	33,439
7	7	33,947
8	8	34,455
9	9	34,963
10	10	35,471
11	11	35,979
12	12	36,487
13	13	36,995
14	14	37,503
15	15	38,011
16	16	38,519
17	17	39,027
18	18	39,535
19	19	40,043
20	20	40,551
21	21	41,059
22	22	41,567
23	23	42,075
24	24	42,583
25	25	43,091
26	26	43,599
27	27	44,107
28	28	44,615
29	29	45,123
30	30	45,631

Oct 11, 2016 Board Aproved to delete this position.

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board
Clerical Personnel Salary Schedule
Fiscal Year 2018-19

Salary Slot	Years Experience	Fiscal Asst./Payroll	Fiscal Assistant	Fiscal Asst./Property Mgr.	Executive Secretary	Secretary Dir. of Inst.	Secretary Dir. of Admin.	Secretary of Maint & Transportation
Salary CODE		NPC	NPC	NPC	NSF	NSC	NSC	NSC
0	0	28,123	28,123	28,123	24,520	24,366	24,366	24,366
1	1	28,832	28,832	28,832	25,290	25,042	25,042	25,042
2	2	29,541	29,541	29,541	26,060	25,718	25,718	25,718
3	3	30,250	30,250	30,250	26,830	26,394	26,394	26,394
4	4	30,959	30,959	30,959	27,600	27,070	27,070	27,070
5	5	31,668	31,668	31,668	28,370	27,746	27,746	27,746
6	6	32,377	32,377	32,377	29,140	28,422	28,422	28,422
7	7	33,086	33,086	33,086	29,910	29,098	29,098	29,098
8	8	33,795	33,795	33,795	30,680	29,774	29,774	29,774
9	9	34,504	34,504	34,504	31,450	30,450	30,450	30,450
10	10	35,213	35,213	35,213	32,220	31,126	31,126	31,126
11	11	35,922	35,922	35,922	32,990	31,802	31,802	31,802
12	12	36,631	36,631	36,631	33,760	32,478	32,478	32,478
13	13	37,340	37,340	37,340	34,530	33,154	33,154	33,154
14	14	38,049	38,049	38,049	35,300	33,830	33,830	33,830
15	15	38,758	38,758	38,758	36,070	34,506	34,506	34,506
16	16	39,467	39,467	39,467	36,840	35,182	35,182	35,182
17	17	40,176	40,176	40,176	37,610	35,858	35,858	35,858
18	18	40,885	40,885	40,885	38,380	36,534	36,534	36,534
19	19	41,594	41,594	41,594	39,150	37,210	37,210	37,210
20	20	42,303	42,303	42,303	39,920	37,886	37,886	37,886
21	21	43,012	43,012	43,012	40,690	38,562	38,562	38,562
22	22	43,721	43,721	43,721	41,460	39,238	39,238	39,238
23	23	44,430	44,430	44,430	42,230	39,914	39,914	39,914
24	24	45,139	45,139	45,139	43,000	40,590	40,590	40,590
25	25	45,848	45,848	45,848	43,770	41,266	41,266	41,266
26	26	46,557	46,557	46,557	44,540	41,942	41,942	41,942
27	27	47,266	47,266	47,266	45,310	42,618	42,618	42,618
28	28	47,975	47,975	47,975	46,080	43,294	43,294	43,294
29	29	48,684	48,684	48,684	46,850	43,970	43,970	43,970
30	30	49,393	49,393	49,393	47,620	44,646	44,646	44,646
31	31	50,102	50,102	50,102	48,390	45,322	45,322	45,322
32	32	50,811	50,811	50,811	49,160	45,998	45,998	45,998
33	33	51,520	51,520	51,520	49,930	46,674	46,674	46,674
34	34	52,229	52,229	52,229	50,700	47,350	47,350	47,350
35	35	52,938	52,938	52,938	51,470	48,026	48,026	48,026

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board
Clerical Personnel / School Level
Salary Schedule
Fiscal Year 2018-19

Salary Slot	Years Experience	LCHS SECRETARY	TOLAR SECRETARY	HOSFORD SECRETARY	EARLY LEARNING CENTER SECRETARY
Salary CODE		NSL	NSE	NSE	NSE
0	0	22,242	21,497	21,497	21,497
1	1	22,658	21,873	21,873	21,873
2	2	23,074	22,249	22,249	22,249
3	3	23,490	22,625	22,625	22,625
4	4	23,906	23,001	23,001	23,001
5	5	24,322	23,377	23,377	23,377
6	6	24,738	23,753	23,753	23,753
7	7	25,154	24,129	24,129	24,129
8	8	25,570	24,505	24,505	24,505
9	9	25,986	24,881	24,881	24,881
10	10	26,402	25,257	25,257	25,257
11	11	26,818	25,633	25,633	25,633
12	12	27,234	26,009	26,009	26,009
13	13	27,650	26,385	26,385	26,385
14	14	28,066	26,761	26,761	26,761
15	15	28,482	27,137	27,137	27,137
16	16	28,898	27,513	27,513	27,513
17	17	29,314	27,889	27,889	27,889
18	18	29,730	28,265	28,265	28,265
19	19	30,146	28,641	28,641	28,641
20	20	30,562	29,017	29,017	29,017
21	21	30,978	29,393	29,393	29,393
22	22	31,394	29,769	29,769	29,769
23	23	31,810	30,145	30,145	30,145
24	24	32,226	30,521	30,521	30,521
25	25	32,642	30,897	30,897	30,897
26	26	33,058	31,273	31,273	31,273
27	27	33,474	31,649	31,649	31,649
28	28	33,890	32,025	32,025	32,025
29	29	34,306	32,401	32,401	32,401
30	30	34,722	32,777	32,777	32,777
31	31	35,138	33,153	33,153	33,153
32	32	35,554	33,529	33,529	33,529
33	33	35,970	33,905	33,905	33,905
34	34	36,386	34,281	34,281	34,281
35	35	36,802	34,657	34,657	34,657

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board
Student Records - Data Processing
Salary Schedule 2018-19

Salary Slot	Years Experience	Student Records	12 MONTHS				10 MONTHS			
			Data Entry Operator - Degreed	Data Entry Operator I	Data Entry Operator II	Data Entry Operator III	Data Entry Operator - Degreed	Data Entry Operator I	Data Entry Operator II	Data Entry Operator III
Salary CODE		NSR	NDA	NDB	NDC	NDD	ND0	ND1	ND2	ND3
0	0	24,366	23,365	22,689	22,018	21,346	19,469	18,907	18,348	17,786
1	1	25,042	23,712	23,036	22,365	21,693	19,816	19,254	18,695	18,133
2	2	25,718	24,059	23,383	22,712	22,040	20,163	19,601	19,042	18,480
3	3	26,394	24,406	23,730	23,059	22,387	20,510	19,948	19,389	18,827
4	4	27,070	24,753	24,077	23,406	22,734	20,857	20,295	19,736	19,174
5	5	27,746	25,100	24,424	23,753	23,081	21,204	20,642	20,083	19,521
6	6	28,422	25,447	24,771	24,100	23,428	21,551	20,989	20,430	19,868
7	7	29,098	25,794	25,118	24,447	23,775	21,898	21,336	20,777	20,215
8	8	29,774	26,141	25,465	24,794	24,122	22,245	21,683	21,124	20,562
9	9	30,450	26,488	25,812	25,141	24,469	22,592	22,030	21,471	20,909
10	10	31,126	26,835	26,159	25,488	24,816	22,939	22,377	21,818	21,256
11	11	31,802	27,182	26,506	25,835	25,163	23,286	22,724	22,165	21,603
12	12	32,478	27,529	26,853	26,182	25,510	23,633	23,071	22,512	21,950
13	13	33,154	27,876	27,200	26,529	25,857	23,980	23,418	22,859	22,297
14	14	33,830	28,223	27,547	26,876	26,204	24,327	23,765	23,206	22,644
15	15	34,506	28,570	27,894	27,223	26,551	24,674	24,112	23,553	22,991
16	16	35,182	28,917	28,241	27,570	26,898	25,021	24,459	23,900	23,338
17	17	35,858	29,264	28,588	27,917	27,245	25,368	24,806	24,247	23,685
18	18	36,534	29,611	28,935	28,264	27,592	25,715	25,153	24,594	24,032
19	19	37,210	29,958	29,282	28,611	27,939	26,062	25,500	24,941	24,379
20	20	37,886	30,305	29,629	28,958	28,286	26,409	25,847	25,288	24,726
21	21	38,562	30,652	29,976	29,305	28,633	26,756	26,194	25,635	25,073
22	22	39,238	30,999	30,323	29,652	28,980	27,103	26,541	25,982	25,420
23	23	39,914	31,346	30,670	29,999	29,327	27,450	26,888	26,329	25,767
24	24	40,590	31,693	31,017	30,346	29,674	27,797	27,235	26,676	26,114
25	25	41,266	32,040	31,364	30,693	30,021	28,144	27,582	27,023	26,461
26	26	41,942	32,387	31,711	31,040	30,368	28,491	27,929	27,370	26,808
27	27	42,618	32,734	32,058	31,387	30,715	28,838	28,276	27,717	27,155
28	28	43,294	33,081	32,405	31,734	31,062	29,185	28,623	28,064	27,502
29	29	43,970	33,428	32,752	32,081	31,409	29,532	28,970	28,411	27,849
30	30	44,646	33,775	33,099	32,428	31,756	29,879	29,317	28,758	28,196
31	31	45,322	34,122	33,446	32,775	32,103	30,226	29,664	29,105	28,543
32	32	45,998	34,469	33,793	33,122	32,450	30,573	30,011	29,452	28,890
33	33	46,674	34,816	34,140	33,469	32,797	30,920	30,358	29,799	29,237
34	34	47,350	35,163	34,487	33,816	33,144	31,267	30,705	30,146	29,584
35	35	48,026	35,510	34,834	34,163	33,491	31,614	31,052	30,493	29,931
DEGREED			Completion of a BS or BA 4 year Degree.							
Data Entry I			Completion of 2 years of college (An Degree) or 2 years postsecondary Vocational School							
Data Entry II			Completion of 1 year of college (30 semester hours) or 1 year postsecondary Vocational School							
Data Entry III			Completion of High School							

Liberty County School Board
Para-Professional Salary Schedule
Fiscal Year 2018-19

12 MONTHS						10 MONTHS			
Salary Slot	Years Experience	Para Prof. Degreed	Para Prof. I	Para-Prof. II	Para-Prof. III	Para Prof. Degreed	Para Prof. I	Para-Prof. II	Para-Prof. III
Salary CODE		NAW	NAX	NAY	NAZ	NAD	NAI	NA2	NA3
0	0	22,392	21,719	21,045	20,371	18,829	18,267	17,708	17,146
1	1	22,632	21,959	21,285	20,611	19,030	18,468	17,909	17,347
2	2	22,872	22,199	21,525	20,851	19,231	18,669	18,110	17,548
3	3	23,112	22,439	21,765	21,091	19,432	18,870	18,311	17,749
4	4	23,352	22,679	22,005	21,331	19,633	19,071	18,512	17,950
5	5	23,592	22,919	22,245	21,571	19,834	19,272	18,713	18,151
6	6	23,832	23,159	22,485	21,811	20,035	19,473	18,914	18,352
7	7	24,072	23,399	22,725	22,051	20,236	19,674	19,115	18,553
8	8	24,312	23,639	22,965	22,291	20,437	19,875	19,316	18,754
9	9	24,552	23,879	23,205	22,531	20,638	20,076	19,517	18,955
10	10	24,792	24,119	23,445	22,771	20,839	20,277	19,718	19,156
11	11	25,032	24,359	23,685	23,011	21,040	20,478	19,919	19,357
12	12	25,272	24,599	23,925	23,251	21,241	20,679	20,120	19,558
13	13	25,512	24,839	24,165	23,491	21,442	20,880	20,321	19,759
14	14	25,752	25,079	24,405	23,731	21,643	21,081	20,522	19,960
15	15	25,992	25,319	24,645	23,971	21,844	21,282	20,723	20,161
16	16	26,232	25,559	24,885	24,211	22,045	21,483	20,924	20,362
17	17	26,472	25,799	25,125	24,451	22,246	21,684	21,125	20,563
18	18	26,712	26,039	25,365	24,691	22,447	21,885	21,326	20,764
19	19	26,952	26,279	25,605	24,931	22,648	22,086	21,527	20,965
20	20	27,192	26,519	25,845	25,171	22,849	22,287	21,728	21,166
21	21	27,432	26,759	26,085	25,411	23,050	22,488	21,929	21,367
22	22	27,672	26,999	26,325	25,651	23,251	22,689	22,130	21,568
23	23	27,912	27,239	26,565	25,891	23,452	22,890	22,331	21,769
24	24	28,152	27,479	26,805	26,131	23,653	23,091	22,532	21,970
25	25	28,392	27,719	27,045	26,371	23,854	23,292	22,733	22,171
26	26	28,632	27,959	27,285	26,611	24,055	23,493	22,934	22,372
27	27	28,872	28,199	27,525	26,851	24,256	23,694	23,135	22,573
28	28	29,112	28,439	27,765	27,091	24,457	23,895	23,336	22,774
29	29	29,352	28,679	28,005	27,331	24,658	24,096	23,537	22,975
30	30	29,592	28,919	28,245	27,571	24,859	24,297	23,738	23,176
31	31	29,832	29,159	28,485	27,811	25,060	24,498	23,939	23,377
32	32	30,072	29,399	28,725	28,051	25,261	24,699	24,140	23,578
33	33	30,312	29,639	28,965	28,291	25,462	24,900	24,341	23,779
34	34	30,552	29,879	29,205	28,531	25,663	25,101	24,542	23,980
35	35	30,792	30,119	29,445	28,771	25,864	25,302	24,743	24,181

* Para Pro Pre-K employees must acquire the required 40 hours of training mandated by the Department of Children and Families and then the CDA credential within 1 year of employment. Two years will be given for special circumstances, such as if classes are not offered within the required deadlines.

Substitute Para-Professional	\$ 8.10	Per Hour	DEGREED	Completion of a BS or BA 4 year Degree.
Long Term Sub -Para Pro	\$ 10.00	Per Hour	Para Pro I	Completion of 2 years of college (AA Degree) or 2 years postsecondary Vocational School.
Part-Time Para-Professional	Based on the hourly rate of		Para Pro II	Completion of 1 year of college (30 semester hours) or 1 year postsecondary Vocational School
the Para-Professional (no experience) pay scale.			Para Pro III	Completion of High School

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board
Specialist
Salary Schedule
2018-19

Salary CODE	Position	NSW	Salary	
			12 month	10 month
Salary Slot	Years Experience			
0	0		26,891	21,513
1	1		27,307	21,929
2	2		27,723	22,345
3	3		28,139	22,761
4	4		28,555	23,177
5	5		28,971	23,593
6	6		29,387	24,009
7	7		29,803	24,425
8	8		30,219	24,841
9	9		30,635	25,257
10	10		31,051	25,673
11	11		31,467	26,089
12	12		31,883	26,505
13	13		32,299	26,921
14	14		32,715	27,337
15	15		33,131	27,753
16	16		33,547	28,169
17	17		33,963	28,585
18	18		34,379	29,001
19	19		34,795	29,417
20	20		35,211	29,833
21	21		35,627	30,249
22	22		36,043	30,665
23	23		36,459	31,081
24	24		36,875	31,497
25	25		37,291	31,913
26	26		37,707	32,329
27	27		38,123	32,745
28	28		38,539	33,161
29	29		38,955	33,577
30	30		39,371	33,993
31	31		39,787	34,409
32	32		40,203	34,825
33	33		40,619	35,241
34	34		41,035	35,657
35	35		41,451	36,073

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board
Para Professional, (12 month, 8 hours)
Salary Schedule
2018-19

Salary CODE	Position		
	Salary Slot	Years Experience	Para Professional
0	0		24,600
1	1		24,840
2	2		25,080
3	3		25,320
4	4		25,560
5	5		25,800
6	6		26,040
7	7		26,280
8	8		26,520
9	9		26,760
10	10		27,000
11	11		27,240
12	12		27,480
13	13		27,720
14	14		27,960
15	15		28,200
16	16		28,440
17	17		28,680
18	18		28,920
19	19		29,160
20	20		29,400
21	21		29,640
22	22		29,880
23	23		30,120
24	24		30,360
25	25		30,600
26	26		30,840
27	27		31,080
28	28		31,320
29	29		31,560
30	30		31,800
31	31		32,040
32	32		32,280
33	33		32,520
34	34		32,760
35	35		33,000

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

APPROVED: September 11, 2018

Liberty County School Board
Staffing Specialist Assistant
Salary Schedule
2018-19

	12 month Non Instr	Position		
Salary CODE	7 hours/day		NA7	DEGREED
Salary Slot	Years Experience	Staffing Specialist Asst	Salary	Salary
0	0		24,475	25,150
1	1		24,676	25,351
2	2		24,877	25,552
3	3		25,078	25,753
4	4		25,279	25,954
5	5		25,480	26,155
6	6		25,681	26,356
7	7		25,882	26,557
8	8		26,083	26,758
9	9		26,284	26,959
10	10		26,485	27,160
11	11		26,686	27,361
12	12		26,887	27,562
13	13		27,088	27,763
14	14		27,289	27,964
15	15		27,490	28,165
16	16		27,691	28,366
17	17		27,892	28,567
18	18		28,093	28,768
19	19		28,294	28,969
20	20		28,495	29,170
21	21		28,696	29,371
22	22		28,897	29,572
23	23		29,098	29,773
24	24		29,299	29,974
25	25		29,500	30,175
26	26		29,701	30,376
27	27		29,902	30,577
28	28		30,103	30,778
29	29		30,304	30,979
30	30		30,505	31,180
31	31		30,706	31,381
32	32		30,907	31,582
33	33		31,108	31,783
34	34		31,309	31,984
35	35		31,510	32,185

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

DEGREED Completion of a BS or BA 4 year Degree.

**Liberty County School Board
Special Positions Salary Schedule
Fiscal Year 2018-19**

12 MONTHS	Position	Salary
Code		
IMT	Adult Education Teacher	*
IMS	Teacher on Special Assignment, Other Instruction	*
***	Instructional Technical Coach	52,000
NTS	Information Network Specialist	45,515

*Salary to be based on the regular teacher's salary at the experience level of the person that is employed in the positions above plus 20% for the 11th and 12th months

***	System Specialist IT	***
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***Salary to be paid based on the 12 month, 8 HRS para profesional scale at the experience level of the person employed

10 MONTHS	Position	Salary
Code		
*	Program Specialist	*
AEVSP	Evaluation Specialist (part time)	21,000
IBS01	Behavior Specialist (part time)	21,750
**	Part Time Teacher	**
****	Temporary Clerk (part time--hrly)	\$ 25.00

Energy Spec. paid as supplement --- 12 month

*Salary to be based on the regular teacher's salary at the experience level of the person that is employed in the 12 month position

** Part time teacher is based on beginning teacher salary times portion of periods working in a day divided by 12 pays will give you the salary.**

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board
Maintenance/Mechanic Personnel Salary Schedule
Fiscal Year 2018-19

12 MONTHS

Salary Slot	Years Experience	School Maintenance	Mechanic I	Mechanic II	Bus Mechanic Part-Time
Salary CODE		NMF	NBM	NBA	NBP
0	0	30,391	30,391	26,666	15,188
1	1	30,899	30,899	26,988	15,375
2	2	31,407	31,407	27,310	15,562
3	3	31,915	31,915	27,632	15,749
4	4	32,423	32,423	27,954	15,936
5	5	32,931	32,931	28,276	16,123
6	6	33,439	33,439	28,598	16,310
7	7	33,947	33,947	28,920	16,497
8	8	34,455	34,455	29,242	16,684
9	9	34,963	34,963	29,564	16,871
10	10	35,471	35,471	29,886	17,058
11	11	35,979	35,979	30,208	17,245
12	12	36,487	36,487	30,530	17,432
13	13	36,995	36,995	30,852	17,619
14	14	37,503	37,503	31,174	17,806
15	15	38,011	38,011	31,496	17,993
16	16	38,519	38,519	31,818	18,180
17	17	39,027	39,027	32,140	18,367
18	18	39,535	39,535	32,462	18,554
19	19	40,043	40,043	32,784	18,741
20	20	40,551	40,551	33,106	18,928
21	21	41,059	41,059	33,428	19,115
22	22	41,567	41,567	33,750	19,302
23	23	42,075	42,075	34,072	19,489
24	24	42,583	42,583	34,394	19,676
25	25	43,091	43,091	34,716	19,863
26	26	43,599	43,599	35,038	20,050
27	27	44,107	44,107	35,360	20,237
28	28	44,615	44,615	35,682	20,424
29	29	45,123	45,123	36,004	20,611
30	30	45,631	45,631	36,326	20,798
31	31	46,139	46,139	36,648	20,985
32	32	46,647	46,647	36,970	21,172
33	33	47,155	47,155	37,292	21,359
34	34	47,663	47,663	37,614	21,546
35	35	48,171	48,171	37,936	21,733

SUBSTITUTE MECHANIC	
\$8.10	Per Hour

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board
Groundskeeper - Custodial Personnel Salary Schedule
Fiscal Year 2018-19

Salary Slot	Years Experience	Custodian/ Groundskeeper	Custodian	School Custodian Part-time
Salary CODE		NMB	NCO	NC3
0	0	22,659	22,462	11,229
1	1	22,799	22,602	11,278
2	2	22,939	22,742	11,327
3	3	23,079	22,882	11,376
4	4	23,219	23,022	11,425
5	5	23,359	23,162	11,474
6	6	23,499	23,302	11,523
7	7	23,639	23,442	11,572
8	8	23,779	23,582	11,621
9	9	23,919	23,722	11,670
10	10	24,059	23,862	11,719
11	11	24,199	24,002	11,768
12	12	24,339	24,142	11,817
13	13	24,479	24,282	11,866
14	14	24,619	24,422	11,915
15	15	24,759	24,562	11,964
16	16	24,899	24,702	12,013
17	17	25,039	24,842	12,062
18	18	25,179	24,982	12,111
19	19	25,319	25,122	12,160
20	20	25,459	25,262	12,209
21	21	25,599	25,402	12,258
22	22	25,739	25,542	12,307
23	23	25,879	25,682	12,356
24	24	26,019	25,822	12,405
25	25	26,159	25,962	12,454
26	26	26,299	26,102	12,503
27	27	26,439	26,242	12,552
28	28	26,579	26,382	12,601
29	29	26,719	26,522	12,650
30	30	26,859	26,662	12,699
31	31	26,999	26,802	12,748
32	32	27,139	26,942	12,797
33	33	27,279	27,082	12,846
34	34	27,419	27,222	12,895
35	35	27,559	27,362	12,944
Substitute Custodians		\$ 8.10		
Long Term Sub Custodian		\$ 11.41		

*Long term sub custodial pay is effective only if the sub work extends beyond 8 weeks of subbing
Then from that point forward sub custodian will receive the long term pay.*

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board
Food Service Personnel Salary Schedule
Fiscal Year 2018-19

9 Months

Salary Slot	Years Experience	Lunchroom Manager	Lunchroom Worker (7 Hours)	Lunchroom Worker (6 Hours)	Lunchroom Worker (4 Hours)
Salary CODE		NLM	NLW	NL6	NL4
0	0	18,500	16,655	14,282	9,524
1	1	18,557	16,706	14,334	9,554
2	2	18,614	16,757	14,386	9,584
3	3	18,671	16,808	14,438	9,614
4	4	18,728	16,859	14,490	9,644
5	5	18,785	16,910	14,542	9,674
6	6	18,842	16,961	14,594	9,704
7	7	18,899	17,012	14,646	9,734
8	8	18,956	17,063	14,698	9,764
9	9	19,013	17,114	14,750	9,794
10	10	19,070	17,165	14,802	9,824
11	11	19,127	17,216	14,854	9,854
12	12	19,184	17,267	14,906	9,884
13	13	19,241	17,318	14,958	9,914
14	14	19,298	17,369	15,010	9,944
15	15	19,355	17,420	15,062	9,974
16	16	19,412	17,471	15,114	10,004
17	17	19,469	17,522	15,166	10,034
18	18	19,526	17,573	15,218	10,064
19	19	19,583	17,624	15,270	10,094
20	20	19,640	17,675	15,322	10,124
21	21	19,697	17,726	15,374	10,154
22	22	19,754	17,777	15,426	10,184
23	23	19,811	17,828	15,478	10,214
24	24	19,868	17,879	15,530	10,244
25	25	19,925	17,930	15,582	10,274
26	26	19,982	17,981	15,634	10,304
27	27	20,039	18,032	15,686	10,334
28	28	20,096	18,083	15,738	10,364
29	29	20,153	18,134	15,790	10,394
30	30	20,210	18,185	15,842	10,424
31	31	20,267	18,236	15,894	10,454
32	32	20,324	18,287	15,946	10,484
33	33	20,381	18,338	15,998	10,514
34	34	20,438	18,389	16,050	10,544
35	35	20,495	18,440	16,102	10,574

Part Time Lunchroom Worker

Substitute	\$8.10	Per Hour
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3.5 hr/day	\$8.10	Per Hour
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**Note: 9 month and 12 month salary will be divided into 12 pay checks.
 Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

Liberty County School Board
9 Month Transportation Salary Schedule
Fiscal Year 2018-19

9 MONTHS

Salary Slot	Years Experience	BUS DRIVER
Salary CODE		NBD
0	0	13,585
1	1	13,685
2	2	13,785
3	3	13,885
4	4	13,985
5	5	14,085
6	6	14,185
7	7	14,285
8	8	14,385
9	9	14,485
10	10	14,585
11	11	14,685
12	12	14,785
13	13	14,885
14	14	14,985
15	15	15,085
16	16	15,185
17	17	15,285
18	18	15,385
19	19	15,485
20	20	15,585
21	21	15,685
22	22	15,785
23	23	15,885
24	24	15,985
25	25	16,085
26	26	16,185
27	27	16,285
28	28	16,385
29	29	16,485
30	30	16,585
31	31	16,685
32	32	16,785
33	33	16,885
34	34	16,985
35	35	17,085

Codes	DESCRIPTION	AMTS. PER TRIP
	Trips occurring on days other than reg. work days	\$70.00
NATHT	Athletic Trips	\$55.00
NBCJC	Trips to and from Chipola Jr. College	\$25.00
NBDT2	Bus Driver Training (to be paid at per hour)	\$19.70
	ESE Transportation in District (to be paid from Title VIIB)	\$15.00

SUPPLEMENTS

Codes	DESCRIPTION	AMOUNTS
	Bus route of 25 miles or less per day	No Supplement
SUG0A	Bus route of 26-60 miles per day	\$ 360.00
SUG0B	Bus route of 61 miles or more per day	\$ 450.00
SUG0C	Transporting students to and from district ESE Centers	\$75.00 Per Month
SUG0D	Bus Route of 145 miles or over per day	\$ 675.00
SUG0E	More than 40 miles (round trip)	\$60.00 per month
SUG0F	40 miles or less (round trip)	\$40.00 per month
SUG0G	Transport HS students to Early Learning Center	\$2,100.00
SUG0H	Transport Supplement for pick up at Vilas	\$5,000.00
SUGE1	Transportation Bus Monitor - Sumatra	\$5,000.00
SUGE2	Transportation Bus Monitor - Bristol/Hosford	\$5,000.00
SUGE3	Transportation Bus Monitor - In town route	\$5,000.00
SUGE4	Special Needs Morning Bus Route Supplement	\$2,100.00
SUGCH	Hosford Van Route	\$3,500.00
SUGME	Transportation Monitor - Long Route	\$2,000.00
SUGMF	Additional Time on Bus Route (Freeze)	\$ 500.00
SUGMT	Tallahassee Van Route (Freeze)	\$ 500.00
SUGTD	Transport PK Disabilities Students (A.M. Rte) (Freeze)	\$ 500.00

Substitute Bus Driver Schedule		Per Day
XSB00	Morning Bus Route	\$ 35.00
XSB01	Afternoon Bus Route	\$ 30.00
XSB02	Sub Bus Monitor	\$ 25.00

*Note: 9 month and 12 month salary will be divided into 12 pay checks.

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

APPROVED: September 11, 2018

Approved: July 30, 2018

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**Liberty County School Board
Transportation
Gretchen Everhart/Tallahassee
Fiscal Year 2018-19**

9 MONTHS (8 hrs a day and Includes Summer Work Days)

	Position	Salary
Code		
NBT	Bus Driver---Gretchen Everhart (includes other schools in Tallahassee)	18,000
NA6	Health Aide III --Gretchen Everhart (includes duty of Bus Monitor on Bus)	16,000
SUGMG	After Hours Supplement	2,000

	Substitute Tallahassee Driver Schedule	Per Day
XSB00	Morning Route SUB- Health Aide III	\$ 35.00
XSB01	Afternoon Route SUB- Health Aide III	\$ 30.00
XSB04	Sub Bus Driver (Tallahassee Morning Route)	\$ 45.00
XSB05	Sub Bus Driver (Tallahassee Afternoon Route)	\$ 40.00

Liberty County School Board
Health Aide II (10 month)
Salary Schedule
2018-19

		Position	
Salary CODE		NA5	
Salary Slot	Years Experience	Health Aide II	Salary
0	0		12,600
1	1		12,700
2	2		12,800
3	3		12,900
4	4		13,000
5	5		13,100
6	6		13,200
7	7		13,300
8	8		13,400
9	9		13,500
10	10		13,600
11	11		13,700
12	12		13,800
13	13		13,900
14	14		14,000
15	15		14,100
16	16		14,200
17	17		14,300
18	18		14,400
19	19		14,500
20	20		14,600
21	21		14,700
22	22		14,800
23	23		14,900
24	24		15,000
25	25		15,100
26	26		15,200
27	27		15,300
28	28		15,400
29	29		15,500
30	30		15,600
31	31		15,700
32	32		15,800
33	33		15,900
34	34		16,000
35	35		16,100

Anyone beyond 35th step will receive a longevity increment equivalent to the step increase of their job title.

**Liberty County School Board
Other Compensation
Fiscal Year 2018-19**

SUMMER HOURLY RATES

Code	Description	Rate Per Hour
IS00	Instructional	\$ 22.00
NSHR	Non- Instructional	\$ 12.00
XSHA	Health Aide	\$ 10.00

Teacher Exhibitor and/or Presenter Workshops

All workshops are subject to prior district administrative approval. Teachers will be paid at their regular hourly rate of pay in accordance with the instructional salary schedule, excluding supplements, for preparation and participation in workshops where the teacher(s) serves as an **exhibitor and/or presenter** on days other than their scheduled work days.

Liberty County School Board
Other Compensation
Fiscal Year 2018-19

Code	Interns	Rate Per Day
NINTR	Instructional Interns	73.50

Code	Substitute Teachers	Rate Per Day/Hour
XSBA	Bachelor Degree	73.50/ 10.50
XSAA	AA Degree	63.00/ 9.00
XSHS	High School Diploma	59.22/8.46

Compensation for days other than regular work days:		
	Employees	Rate Per Day
	Instructional	100.00
	Non-Instructional	45.00
NSATD	Saturday Detention	50.00

Code	Long Term Substitutes	Rate Per Day
IBA00	Sub paid at beginning teacher hourly rate <i>*Must have a BA degree & Teacher Certification</i>	23.50

Code	Medicaid Health Aides	Rate Per Hour
XSHA	Medicaid Health Aides (considered subs/part time)	10.00

Liberty County School Board
Other Compensation
Fiscal Year 2017-18

ATHLETIC SUPPLEMENTS

Codes	Position	Supplement
SUA05	LCHS Head Football Coach (3,700) LCHS Athletic Director (2,000)	5,700
SUA06	LCHS Varsity Assistant Football Coaches	2,400
SUA07	LCHS Head JV Football Coach	2,000
SUA08	LCHS Assistant JV Football Coach	1,500
SUA09	LCHS Boys Varsity Basketball Coach	3,000
SUA10	LCHS Girls Varsity Basketball Coach	3,000
SUA11	LCHS Boys Jr. Varsity Basketball Coach	1,800
SUA12	LCHS Girls Jr. Varsity Basketball Coach	900
SUA13	LCHS Weight Lifting Coach	1,800
SUA14	LCHS Head Volleyball Coach	3,000
SUA15	LCHS Head Softball Coach	3,000
SUA16	LCHS Assistant Softball Coach	1,650
SUA17	LCHS Head Baseball Coach	3,000
SUA18	LCHS Assistant Baseball Coach	1,650
SUA19	LCHS Boys Track Coach	2,000
SUA20	LCHS Girls Track Coach	2,000
SUA22	LCHS Asst. Volleyball	1,500

We paid 5 positions for Varsity Asst Football Coach in 13/14 FY

We paid 5 positions for Varsity Asst Football Coach in 14/15 FY

We paid 5 positions for Varsity Asst Football Coach in 15/16 FY

We paid 5 positions for Varsity Asst Football Coach in 16/17 FY

We paid 5 positions for Varsity Asst Football Coach in 17/18 FY

**Liberty County School Board
Other Compensation
Fiscal Year 2017-18**

TOLAR & HOSFORD ATHLETIC SUPPLEMENTS

Codes	Position	Supplement
SUAJ1	Athletic Director	600
SUAJ2	Softball Coach	1,500
SUAJ3	Girls Basketball Coach	1,500
SUAJ4	Boys Basketball Coach	1,500
SUAJ5	Volleyball Coach	1,500
SUAJ6	Boys Baseball Coach	1,500

Approved: September 11, 2018

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APPROVED: June 27, 2017

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Liberty County School Board
Other Compensation
Fiscal Year 2018-19

SUPPLEMENTS

Codes	Position	Supplement
SUB01	Band Director	3,050
SUB03	LCHS, Tolar, Hosford Curriculum Coordinator	1,200
SUB24	Dual Enrollment Instructor	1,100
SUB05	Early Childhood Supervisor	4,000
	Early Childhood Supervisor Supplement paid from PreK Funds	
SUB07	School Technology Coordinator	1,200
	WIDA Access Supplement	800
SUB09	Take Stock in Children	****
	90% of allocation from Take Stock in Children Grant.	
SUB21	LCHS Cheerleader Sponsor	1,800
SUB22	JV Cheerleader Sponsor	1,200
SUB23	ROTC Instructors (Freeze)	2,000
SUB29	Teacher of The Year	300
SUB30	Employee of The Year (Non-Instructional)	150
	Benefits are included in the amount listed above. Reimb from Health Dept.	
SUB39	Art Instructor (part time) **	****
	** Part time teacher is based on beginning teacher salary times portion of periods working in a day divided by 12 pays will give you the salary.**	
SUBPK	Pre-K CDA Para-Professional Supplement	450
SUB19	PECO-Construction Accounts Payable Supplement	7,500
SUB	PECO-Construction Technology Supplement	7,500
	Must hold a valid CDA license and working in a Pre-K Classroom.	

Revised: February 11, 2019

Revised: December 11, 2018

Approved: September 11, 2018

Approved: August 14, 2018

Liberty County School Board
Other Compensation
Fiscal Year 2018-19

FROZEN ACADEMIC SUPPLEMENTS

Codes	Position	Supplement
SUB02	Vocational Agriculture Teacher	900
SUB06	Department Head	500
SUB08	High School Yearbook Sponsor	900
SUBTO	DJJ Data Entry	1,200
SUB15	Sr. Beta Club Sponsor	900
SUB16	High School Student Council Sponsor	750
SUB17	FHA Sponsor	900
SUB18	Brain Bowl	900
SUB19	Senior Coordinator	1,200
SUB20	Middle School Yearbook Sponsor	600

SUB27	Middle School Beta Club Sponsor	700
SUB28	Middle School School Student Council Sponsor	650
SUB31	Certification for Highly Qualified status	325
SUB38	Pre K Teacher (part time) Pd as a supplement	****
SUB38	IEP's at BYA	1,500
SUB40	Reading Endorsement	1,500
SUBPT	Degreed Para Professional (12 month)	****
	*** Deg Para Pro (12 month) paid 78% of Reg Deg PP at exp level earned ***	
SUB25	Music Instructor	****
	Supplement based on years experience @ 40% of instructional salary paid in 12 months	

Liberty County School Board
Other Compensation
Fiscal Year 2018-19

OTHER SUPPLEMENTS

Codes	Position	Supplement

SUGCS	Choice School Supplement	1,620
	Transporting students to and from a Choice School Supplement will be paid by 11 Funds	

SUG01	Hosford Duty Teachers	1,500
SUGCI	Custodian Supplement	1,500
SUGEA	Energy Assistant Custodial Supplement	2,000
SUG32	Travel Supplement for Maintenance Manager	1,200
	Non-Instructional Driver Supplement	10,000
SUG33	After Hours Testing Supplement	5,000
SUGEC	Data Entry Clerk---Hosford	2,500
SUGED	County Wide Technology	3,000
SUB37	Grant supplement for specific grant	1,500

SUYMS	Master Degree Pay Supplement	2,934
SUYSP	Specialist Degree Pay Supplement	4,534
SUYPH	Doctorate Degree Pay Supplement	4,934

All full time Instructional Personnel hired after July 1, 2011 shall receive supplement for having an advanced degree in their area of certification.

**Liberty County School Board
Other Compensation
Fiscal Year 2018-19**

FROZEN SUPPLEMENTS

Codes	Position	Supplement
SUG02	LCHS Duty Teacher	1,500
SUG03	Tolar Duty Teachers	3,000
	NOTE: The above Duty Supplement will be divided between 2 employees	
SUGAC	Asst. Bus Driver Supplement for Hosford Custodian	250
SUGIC	Inmate Crew Supervisor	500



**Liberty County School Board
Other Compensation
Fiscal Year 2018-19**

DESCRIPTION	AWARD
Exemplary Rating Bonus	100

DESCRIPTION	AWARD
Florida School Recognition Bonus	Amount set by Advisory Council

DESCRIPTION	AWARD
Performance Based Pay Plan Supplement For: Teachers & Administrators Requirements: Must be a National Board Certified Teacher and received an 'outstanding' evaluation from Supervisor.	5% of employees base pay.
NOTE: \$10,000 is budgeted for this purpose.	

(Per F.S. 230.23 (5) ☺

**Liberty County School Board
Other Compensation
Fiscal Year 2018-19**

A retirement incentive of 10% of an employee's annual salary, excluding supplements will be provided to an employee eligible to retire with full benefits under the existing state reitirement plan, in accordance with School Board Policy #1420,3420,4420.

The retirement incentive will also include widows/widower's age 60 entitled to Social Security Benefits.

Termination of employment upon entering the Drop Program does not qualify for the retirement incentive pay.

**Liberty County School Board
Other Compensation
Fiscal Year 2018-19**

- 1. Nine month, Ten month, and Twelve month personnel will be paid on the last day of each pay period.**
- 2. Twelve month personnel will be paid as above except for the month of December which will allow for an early pay day.**

NOTE: Ten month personnel will be paid on the 13th of each month, unless it is on a weekend or holiday, wherein the check will be issued the last working day prior to the 13th. For eligible personnel, two payoff checks given in the summer will be paid on the 12th and 13th of June, unless it falls on a weekend or holiday wherein the check will be issued the last working day prior to the 12th and 13th.

Nine and Twelve month personnel will be paid on the last working day of the month, except for the month of December, as indicated in Section 2 above.

Nine month personnel's summer payoff checks will be paid on the last working day in June.

Liberty County School Board
Other Compensation
Fiscal Year 2018-19

In accordance with Florida Statute 1012.22 (1) (c) (4), the Liberty County School Board adopts the following supplements and pay plan for differentiated pay for both instructional personnel and school-based administrators. The differentiated pay is based on district-determined factors, including, but not limited to, additional responsibilities, school demographics, critical shortage areas, and level of job performance difficulties.

1. *Instructional and School Based Administrative Employees*

A. Additional Responsibilities – Each School Principal will determine the staff needed to perform additional responsibilities and will provide the list to the Superintendent's Office. The instructional staff will be paid an approved supplement for carrying out the additional responsibilities as determined on the Academic and Athletic Supplement Schedules.

B. School Demographics – Principals and instructional staff working at a school where ninety percent of the students qualify for free lunches will receive a supplement of \$500. The free rate for each school will be determined on date certain during FTE Survey 3 by the Food Service coordinator and will be based on the percentage of students who qualify via direct certification and/or completed free/reduced lunch applications. This rate does not include the status of the school based on community eligibility, but the specific number of students who would qualify for free lunch outside the community eligibility calculations. Instructional staff and principals who have worked at the school 196 days during the school year will receive the supplement by June 30 of that year.

C. Critical Shortage Areas – A \$1,000 supplement shall be paid to each instructional employee working in a critical shortage area as designated by Liberty County School Board upon recommendation of the Superintendent. Local critical shortage areas are defined as (3) consecutive job postings with no applicants. The job postings will be monitored by the Human Resource Department and findings reported to the Superintendent.

D. Level of Job Performance Difficulties – Principals and assistant principals' salary is differentiated based on student enrollment, grade level of students, and number of extracurricular activities.

1617 Evaluation

Proposed Performance/Grandfathered Salary
Schedule for Instructional Personnel

Liberty Co School Board
2017-2018

NOT FINAL FINAL
8/22/2018 9/6/2018

Total Funds Available: (5)	\$ 65,000							
Funding Factors	Factor (2)	# of EE's in this category (1)	EE's X Factor (3)	Funds/ Factor (6)	Fund Factor X Factor (7)	# of EE's X pay (8)		
Grandfather Schedule (GF EF)	0.75	7	5.25		\$ 468	\$ 3,276		
Grandfather Schedule (GF HE)	1.00	54	54		\$ 624	\$ 33,698		
Effective PP Schedule (PEF)	0.755	14	11		\$ 471	\$ 6,596		
Highly Effective PP Schedule (PHE)	1.01	34	34		\$ 630	\$ 21,430		
Needs Improvement (PNI)	-	1.00	-		\$ -	\$ -		
Unsatisfactory (PUN)	-	-	-		\$ -	\$ -		
Totals		110	104	\$ 624.04		\$ 65,000		
			(4) above total					

CALCULATIONS:

- 1) Determine the # of teachers in each category (Grandfather Effective, Grandfather Highly Effective, Performance Pay Effective, Performance Pay Highly Effective, Needs Improvement, Unsatisfactory).
- 2) Determine funding factors for each category.
- 3) Multiply the # of teachers in each category by factor.
- 4) Total Teacher Factor.
- 5) Determine the amount of funds available.
- 6) Divide the total amount of funds available by teacher factor.
- 7) Multiply the funding factor times factor for each category to determine base salary increase.
- 8) # of EE's for each category times base salary increase amount to determine employer cost for each category.

** Needs Improvement and Unsatisfactory on either schedule will not receive any base salary increase.**

Proposed Performance/Grandfathered Salary
Schedule for Instructional Personnel

Liberty Co School Board
2018-2019

FINAL

Total Funds Available: (5)	\$ 65,000							
Funding Factors	Factor (2)	# of EE's in this category (1)	EE's X Factor (3)	Funds/ Factor (6)	Fund Factor X Factor (7)	# of EE's X pay (8)		
Grandfather Schedule (GF EF)	0.75	6	4.5		\$ 475	\$ 2,848		
Grandfather Schedule (GF HE)	1.00	50	50		\$ 633	\$ 31,641		
Effective PP Schedule (PEF)	0.755	5	4		\$ 478	\$ 2,389		
Highly Effective PP Schedule (PHE)	1.01	44	44		\$ 639	\$ 28,122		
Needs Improvement (PNI)	-	1.00	-		\$ -	\$ -		
Unsatisfactory (PUN)	-	-	-		\$ -	\$ -		
Totals		106	103	\$ 632.82		\$ 65,000		
			(4) above total					

CALCULATIONS:

- 1) Determine the # of teachers in each category (Grandfather Effective, Grandfather Highly Effective, Performance Pay Effective, Performance Pay Highly Effective).
- 2) Determine funding factors for each category.
- 3) Multiply the # of teachers in each category by factor.
- 4) Total Teacher Factor.
- 5) Determine the amount of funds available.
- 6) Divide the total amount of funds available by teacher factor.
- 7) Multiply the funding factor times factor for each category to determine base salary increase.
- 8) # of EE's for each category times base salary increase amount to determine employer cost for each category.

** Needs Improvement and Unsatisfactory on either schedule will not receive any base salary increase.**

Performance Schedule Pay

In FY 16/17 Instructional staff on Performance Pay received a base salary increase from results on 15/16 evaluations. Highly Effective is \$832.00 and Effective is \$622.00, Needs Improvement and Unsatisfactory receive no base salary increase.

In FY 18/19 Instructional staff on Performance Pay will receive a base salary increase from results on 16/17 evaluations. Highly Effective is \$630.00 and Effective is \$471.00, Needs Improvement and Unsatisfactory receive no base salary increase.

In FY 18/19 Instructional staff on Performance Pay will receive a base salary increase from results on 17/18 evaluations. Highly Effective is \$639 and Effective is \$478, Needs Improvement and Unsatisfactory receive no base salary increase.

Grandfather's Schedule Pay

In FY 16/17 Instructional staff on Grandfather's Pay received a base salary increase from results on 15/16 evaluations. Highly Effective is \$832.00 and Effective is \$622.00, Needs Improvement and Unsatisfactory receive no base salary increase.

In FY 18/19 Instructional staff on Grandfather's Pay will receive a base salary increase from results on 16/17 evaluations. Highly Effective is \$624.00 and Effective is \$468.00, Needs Improvement and Unsatisfactory receive no base salary increase.

In FY 18/19 Instructional staff on Grandfather's Pay will receive a base salary increase from results on 17/18 evaluations. Highly Effective is \$633 and Effective is \$475, Needs Improvement and Unsatisfactory receive no base salary increase.

Administrative's Schedule Pay

In FY 18/19 Administrative staff will receive a bonus pay \$471.00 on 16/17 evaluations.

In FY 18/19 Administrative staff will receive a base salary increase from results on 17/18 evaluations. Highly Effective is \$639 and Effective is \$478, Needs Improvement and Unsatisfactory receive no base salary increase. The increase will be based off of Instructional raise.

Non-Instructional Employee Pay

In 18/19, Non-Instructional Employee Pay will receive a step increase for 17/18 and 18/19.

****All Non-Instructional Employees will receive a minimum of \$100.00 pay increase.